



Helping Trios Consultancy

A consultancy is a structured process designed to help an individual think more expansively about a particular, concrete problem or dilemma. The purpose of a consultancy is for the Presenter to interrogate their dilemma and get multiple perspectives to help them to deepen their understanding of their dilemma in hopes of moving closer to its resolution.

Round #1	Partner 'A'	15 minutes
4 minutes	'A' shares their current challenge or dilemma while 'B' & 'C' listen and take notes. 'A' ends with a specific question they want support thinking through.	
3 minutes	'B' & 'C' ask clarifying questions, 'A' responds	
5 minutes	'B' & 'C' conversation - B & C talk about what they heard and what are thinking about the presenter's question, including similar situations they have resolved, and ideas about what they might do. 'A' listens and takes notes.	
3 minutes	'A' responds to what they heard as desired: "What was helpful? What are you thinking now?" 'B' and 'C' are silent. 'A' may choose to open up the conversation for final thoughts from the trio.	
Round #2	Partner 'B'	15 minutes
Round #3	Partner 'C'	15 minutes
Debrief	All Three Participants	5 minutes
	The trio has an open conversation about how the entire process felt, and identifies any adjustments to make the protocol most effective for the group's purposes next time.	

Some examples of probing questions

- What's your hunch about...?
- What do you assume to be true about...?
- What is the connection between _____ and _____?
- What might happen if...?
- What if the opposite were true? Then what?
- Why is this a dilemma for you – what is most challenging about this for you?
- What are you most afraid of or concerned about here?